

NOTE: The President spoke at 12:50 p.m. in the Cleveland Renaissance Hotel. In his remarks, he referred to the following U.S. Conference of Mayors officials: Mayor Norman B. Rice of Seattle, WA, outgoing president; Mayor Richard M. Daley of Chicago, IL, incoming president; Mayor Paul Helmke of Fort Wayne, IN, chair, Advisory Board; Mayor Betty Jo Rhea of Rock Hill, SC, trustee; and J. Thomas Cochran, executive director. The President also referred to Glenn Burks, who sang the national anthem; Rev. Marvin A. McMickle, who gave the invocation; and Mayors Michael R. White of Cleveland, OH, Joseph R. Riley, Jr., of Charleston, SC, Willie Brown of San Francisco, CA, Thomas Menino of Boston, MA, Bill Campbell of Atlanta, GA, and Victor Ashe of Knoxville, TN.

Memorandum on Family Friendly Work Arrangements

June 21, 1996

Memorandum for the Heads of Executive Departments and Agencies

Subject: Implementing Federal Family Friendly Work Arrangements

I continue to believe that honoring and supporting the concerns of family members in the workplace is vital to good government and to a productive work force. In order to build on its record of support for families in the Federal workplace, the executive branch must continue to examine its practices and to implement the goals of the Presidential Memorandum of July 11, 1995. The Federal Government must continue to set the pace in transforming the culture of the American workplace so that it supports employees who are devoted to their families.

It is clear to me that whenever the Federal Government establishes a goal of providing civilian employees and military personnel with an environment supportive to families, the result is greater cost efficiency, increased worker commitment and productivity, better customer service, and improved family life.

Therefore, today I am directing all executive departments and agencies to review their personnel practices and develop a plan of action to utilize the flexible policies already in

place and, to the extent feasible, expand their ability to provide their employees:

(1) assistance in securing safe, affordable quality child care;

(2) elder care information and referral services;

(3) flexible hours that will enable employees to schedule their work and meet the needs of their families. This includes encouragement to parents to attend school functions and events essential to their children;

(4) opportunities to telecommute, when possible, and consistent with their responsibilities, to achieve the goal of 60,000 telecommuters by 1998 as set by the President's Management Council. This includes telecommuting from home and from satellite locations;

(5) policies and procedures that promote active inclusion of fathers as well as mothers;

(6) an effective mechanism by which employees can suggest new practices that strengthen families and provide for a more productive work environment; and

(7) leadership and participation in these policies and programs at the highest level of the agency.

The departments and agencies shall provide an initial report on the results of this review to the Vice President through the National Performance Review within 120 days of the date of this memorandum. This report should include an assessment of progress made towards specific goals and include innovative approaches and detailed success stories.

The National Performance Review, together with the Domestic Policy Council, the President's Management Council Working Group on Telecommuting, the Office of Personnel Management, and the General Services Administration will continue to work with the executive agencies as we move forward together to increase productivity through family friendly work environments.

William J. Clinton

NOTE: This memorandum was released by the Office of the Press Secretary on June 24.

Letter to Congressional Leaders on Bosnia*June 21, 1996**Dear Mr. Speaker: (Dear Mr. President:)*

In my report to the Congress of December 21, 1995, I provided further information on the deployment of combat-equipped U.S. Armed Forces to the Republic of Bosnia and Herzegovina as well as other states in the region in order to participate in and support the North Atlantic Treaty Organization (NATO)-led Implementation Force (IFOR). I am providing this follow-up report, consistent with the War Powers Resolution, to ensure that the Congress is kept fully informed on continued U.S. contributions in support of peacekeeping efforts in the former Yugoslavia.

We and other countries are working in concert to encourage the parties to fulfill their commitments under the peace agreement and to usher in a new era of cooperation. In accordance with United Nations Security Council Resolution 1031 and the North Atlantic Council decision of December 16, 1995, IFOR continues to carry out its mission to monitor and ensure compliance by all parties with the military aspects of the peace agreement initialed in Dayton and formally signed in Paris on December 14, 1995. Consistent with the accomplishment of its principal task, IFOR is also assisting various aspects of civilian implementation, including elections support, support to the International Criminal Tribunal, and the facilitation of freedom of movement of civilian persons. NATO has also agreed and IFOR stands ready to provide emergency support to the United Nations Transitional Administration in Eastern Slavonia (UNTAES). One year ago, war raged throughout Bosnia. Today, the killing has ended and peace is taking hold.

Approximately 17,000 U.S. military personnel remain deployed in the Republic of Bosnia and Herzegovina under NATO operational command and control as part of a total IFOR contingent of about 60,000. Most of these U.S. personnel are assigned to a sector surrounding Tuzla. In addition, approximately 5,500 U.S. military personnel are deployed in Hungary, Croatia, Italy, and other

states in the region in order to provide logistical and other support to IFOR. These personnel remain under U.S. command and control and rules of engagement.

Many of the U.S. forces participating in IFOR are from U.S. Army forces who are stationed in Germany. Other participating U.S. forces include special operations forces, airfield operations support forces, air forces, and reserve personnel. An amphibious force is normally in reserve in the Mediterranean Sea, and a carrier battle group remains available to provide support for IFOR's air operations.

Thus far, U.S. forces have sustained one fatality, which occurred when a soldier was killed by a mine. One soldier was also slightly wounded by sniper fire in an isolated incident, one soldier was wounded after interrupting an attempted break-in at a storage facility, and several were injured, one seriously, when their vehicle struck a mine. Several other deaths have occurred because of accidents. The IFOR's mission for 1 year ends in December 1996, at which time it will begin withdrawal. At present, it is our intention that IFOR will complete the withdrawal of all troops in the weeks after December 20, 1996, on a schedule set by NATO commanders consistent with the safety of troops and the logistical requirements for an orderly withdrawal.

A U.S. Army contingent remains deployed in the Former Yugoslav Republic of Macedonia as part of the United Nations Preventive Deployment Force (UNPREDEP). This U.N. peacekeeping force observes and monitors conditions along the border with the Federal Republic of Yugoslavia, effectively contributing to the stability of the region. Several U.S. Army support helicopters are also deployed to provide support to U.S. forces and UNPREDEP as required. Most of the approximately 500 U.S. soldiers participating in these missions are assigned to the 2nd Battalion, 63rd Armor, 1st Infantry Division. A small contingent of U.S. military personnel is also serving in Croatia in direct support of the UNTAES Transitional Administrator.

The U.S. naval forces continued, until recently, to assist in enforcing the U.N.-mandated arms embargo and economic sanctions